

Kwartalnik Niepełnosprawność

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Putting the “I” in ESG: Inclusion of Persons with Disabilities as Strategic Advantage of Sustainability Practices for Corporates and Investors

3. Definitions and indicators for investors and companies on disability inclusion in ESG practices and reporting. Current ESG reporting practices on disability inclusion metrics have a focus on workforce representation, neglecting other relevant inclusion indicators. While the representation of persons with disabilities in the workforce is a pertinent metric to report, it does not adequately capture the experiences of people with disabilities as employees, customers, and business partners. Thus, this section provides a framework for defining and reporting on corporate practices that make disability inclusion efforts more comprehensive. For each of the ten areas¹ of this framework, a definition, potential risks of not addressing the area, benefits, 2-8 KPIs, existing corporate examples as well as the KPIs’ alignment with relevant global standards, frameworks and tools are provided. This guide’s appendix provides further details on the standards and frameworks (...)

Pliki do pobrania

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